



16W 3629

<b>TRANSMITTAL FORM</b> (to be used for all correspondence after initial filing)	Application Number	09/757,322	
	Filing Date	01/09/01	
	First Named Inventor	Shah	
	Group Art Unit	3629	
	Examiner Name	Ouellette, Jonathan P	
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SIGNATURE OF APPLICANT, ATTORNEY OR AGENT	
Firm or Individual Name	Chernoff, Vilhauer, McClung & Stenzel L.L.P.
Signature	<i>Timothy A. Long</i>
Date	February 7, 2006

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Practitioner's Docket No. TAL: 8003.001

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

Applicant : Shah, Chetan

Group Art Unit: 3629

Serial No.: 09/757,322

Examiner: Ouellette, Jonathan P

Filed : 01/09/01

Title : EMPLOYMENT RECRUITING SYSTEM

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**RESPONSE TO ORDER RETURNING UNDOCKETED APPEAL**

Dear Sir:

In response to the December 19, 2005 Order Returning Undocketed Appeal, please refer to the attached set of claims, Appendix pages 14-18, for all purposes of the appeal.

Timothy A. Long

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## APPENDIX

1. A method of identifying a candidate for a position of employment, said method comprising the steps of:
  - (a) creating a position advertisement including a datum particularizing said position of employment;
  - (b) storing said position advertisement in a computer searchable position database;
  - (c) associating a keyword with said position advertisement;
  - (d) associating a search periodicity with said position advertisement;
  - (e) upon expiration of a period substantially equal to said search periodicity, searching at least one computer searchable candidate database for a candidate resume including said keyword;
  - (f) scoring a candidate resume identified by said search as a function of said keyword; and
  - (g) presenting an identity of a candidate associated with said candidate resume identified by said search to a computer user on a basis of said score.
2. The method of claim 1 wherein the step of scoring a candidate resume identified by said search as a function of a keyword comprises the steps of:
  - (a) identifying a number of occurrences of said keyword in said candidate resume identified by said search; and
  - (b) comparing said number of occurrences to a threshold number of occurrences.
3. The method of claim 1 further comprising the steps of:
  - (a) assigning a significance to a keyword; and
  - (b) influencing said scoring of said candidate resume as a function of said significance of said keyword.

4. The method of claim 1 further comprising the steps of:
  - (a) associating at least one candidate screening question with said position advertisement;
  - (b) upon identification of a candidate resume by said search, automatically requesting a response to said candidate screening question from a candidate associated with said candidate resume identified by said search; and
  - (c) scoring a response by said candidate to said candidate screening question.
5. The method of claim 4 further comprising the steps of:
  - (a) assigning a significance to said response; and
  - (b) influencing said scoring of said response as a function of said significance of said response.
6. The method of claim 1 further comprising the steps of:
  - (a) associating an identity of a computer searchable candidate database with said position advertisement; and
  - (b) searching said candidate database associated with said position advertisement upon expiration of a period substantially equal to said search periodicity.
7. The method of claim 1 wherein the step of searching at least one computer searchable candidate database comprises the steps of:
  - (a) storing an identity of a searchable, computer network accessible, candidate database;
  - (b) upon expiration of a period substantially equaling said search periodicity, accessing said computer network accessible candidate database with a computer;
  - (c) analyzing a text of a candidate resume stored in said computer network accessible candidate database;
  - (d) scoring an occurrence of said keyword in said text of said candidate resume; and

- (e) as a function of said scoring, copying said candidate resume to another candidate data base.
- 8. The method of claim 1 wherein the step of creating a position advertisement comprises the steps of:
  - (a) accessing a position advertisement template, said template comprising of at least one candidate qualification entry; and
  - (b) including in a candidate qualification entry of said template no more than one candidate qualification.
- 9. The method of claim 8 further comprising the step of identifying at least one keyword associated with a candidate qualification entry.
- 10. The method of claim 9 further comprising the step of assigning a significance to said keyword.
- 11. A method of employment recruiting comprising the steps of:
  - (a) creating a position advertisement, including a datum particularizing a position of employment;
  - (b) associating a keyword with said position advertisement;
  - (c) storing said position advertisement and said keyword in a computer searchable database;
  - (d) associating a search periodicity parameter in a computer searchable database;
  - (e) in response to expiration of a period substantially equal to said search periodicity parameter, initiating a computer search of at least one computer searchable candidate database for a candidate resume including said keyword;
  - (f) scoring a candidate resume identified by said search as a function of said included keyword;

- (g) including an identification of a candidate associated with said candidate resume in a result reportable to a computer user if said keyword score of said candidate resume at least equals a threshold keyword score;
  - (h) in response to a determination that said keyword score at least equals said threshold keyword score, automatically contacting said candidate and requesting a response to at least one screening question associated with said position advertisement;
  - (i) scoring a response of said candidate to said screening question; and
  - (j) reporting said screening question response score in a search result presented to said computer user.
12. The method of claim 11 further comprising the steps of:
- (a) requesting said candidate approve contact with an employment reference;
  - (b) upon receipt of said approval, automatically requesting a response of said employment reference to at least one reference query; and
  - (c) reporting said response to said reference query in a search result presented to said computer user.
13. The method of claim 11 further comprising the steps of:
- (a) assigning a significance to said keyword; and
  - (b) influencing said keyword score of said candidate resume as a function of said significance of said keyword.
14. The method of claim 11 further comprising the step of automatically repeating said search in response to expiration of a period substantially equal to said search periodicity parameter associated with said position advertisement.
15. An employment recruiting system comprising:
- (a) a searchable first data structure storing data associated with an employment position, said data including a keyword;
  - (b) a searchable second data structure storing data related to a candidate for employment including a candidate resume; and

- (c) a data processing device to search said second data structure for a candidate resume including said keyword, said search proceeding in response to expiration of a search periodicity associated with said employment position.
- 16. The system of claim 15 further comprising:
  - (a) a searchable third data structure, accessible from a computer network, said third data structure storing at least one candidate resume; and
  - (b) a network interface enabling said data processing device to search said third data structure for a candidate resume including said keyword.
- 17. The system of claim 15 wherein said data processing device comprises:
  - (a) a parser instruction to decompose said candidate resume to text; and
  - (b) a matching instruction to identify a character string corresponding to said keyword in said text.
- 18. The system of claim 15 wherein said data processing device comprises a resume scoring instruction to score said candidate resume as a function of an occurrence of a character string corresponding to said keyword.
- 19. The system of claim 15 wherein said data processing device comprises:
  - (a) a position advertisement template user interface including at least one candidate qualification entry to be associated with said employment position; and
  - (b) a screening question template user interface comprising at least one candidate screening query to be associated with said employment position.
- 20. The system of claim 18 wherein said resume scoring instruction further comprises a screening query scoring instruction to score a response to a candidate screening query as a function of a significance weight associated with said candidate screening query.